



Task Force EXCEL is creating major cultural change by focusing Navy learning on fleet mission requirements through use of human performance measures - providing Sailors with the “tools and opportunities” to grow and develop, professionally, and personally, while improving mission accomplishment. The [Four Quadrant Human Performance System Model](#) is the underlying human performance process by which Task Force EXCEL and partners are redefining Navy policies, structures, and mechanisms.

5VM: *The 5 Vector Model (5VM) defines the perimeters around which Sailor's personal and professional development is designed. For more information on the 5VM [click here](#). The 5 Vectors include Professional Development, Personal Development, Leadership, Qualifications & Certifications, and Performance.*

Professional Development: *Provides the roadmap showing jobs and competencies required for each career phase (incorporates accepted private industry standards and certifications). Current efforts include AG, BM, CT, DC, EM, EN, GSM, GSE, HT, IC, IT, MA, MM, MR, MS, QM, SH, SM, STG. Very soon TFE will begin efforts in AD, AM, AS, AW, AZ, BU, CM, CE, EA, EO, SW, STS, and UT.*

CT- The CT on-site functional analysis of Cryptologic Technical Interpretive (CTI) 22-26 JUL.

- The CT Job Task Analysis (JTA) is scheduled for 29 JUL-02 AUG.
- The HP Cell is preparing a Master Task List (MTL) as the base line for the CTI rating which will serve as a template for the other six CT ratings.

IT – Attached is the announcement message from last week's Center for IT scoping meeting. The message announces the charters, dates, and goals that the working group used as a guide for IT development.



"TFE CENTER FOR
IT.doc"

Professional Mariner (QM, SM, BM)- Open issues and concerns for near term requirements discussed and documented at the last working group meeting include:

A long term "to be" Professional Mariner continuum. It begins with a common thread, branches into two major emphases (Mariner and Navigator), and then combines again at the senior enlisted level (click on the hyper link above to receive a copy of the Professional Mariner Working Group PowerPoint). *(this brief was removed from this resend version of the SITREP as it was too large for most servers to receive).*

- The next working group meeting is scheduled for 15-19 JUL in Norfolk.

Personal Development: *Focuses on Sailor development, including financial management, health and fitness, and safety, as well as college-level educational requirements that allow you to complete your degree.*

Personal Development: The Personal Development Human Performance Team presented its initial menu of proposed solutions for the 450 behavioral requirements identified by the Personal Development Team. Review and analysis will begin immediately.

- A combined submission of the requirements and the proposed solution set to CFFC for review is anticipated for early August.

- CAPT Jamie Barnett has been tasked with standing up the Center for Personal Development and has completed fact-finding visits to PERS 6 in Millington, NTC Great Lakes, and Health Promotions in Washington, DC (in May, he met with Navy College Programs).
- The initial objectives will be to recommend how to incorporate current Navy personal development programs into the Center and determine actual site location. A period of open comment has been established for the pros and cons of various possible locations.
- A workshop on the Center stand-up has been set up for the Task Force EXCEL meeting in Norfolk next week and preliminary findings will be presented at the end of the conference.

Mission/Function Area Analysis: *Requirements-based analysis of Navy missions and functions that analytically link resources to war-fighting capability. Correlates Force and unit level tasks, conditions, and standards to Sailor level knowledge, skills, and abilities. Current focus areas include ATW, C4, Engineering, and Damage Control.*

ATW: One of the items being addressed by the Anti-Terrorist Warfare (ATW) working group is the whether simulator weapons training is effective as a training tool. Draft research paper, a brief sheet, and a PowerPoint document detailing simulator effectiveness in improving small arms usage by Sailors can be obtained by contacting: SlaterAL@ewtglant.navy.mil. *(the briefs were removed from this resend of the SITREP as they were too large for some servers to process).*

Damage Control: The Job Task Analysis (JTA) has been completed on all functional areas of damage control identified by the working group (CNSF, CNAF, CSF (CSS-11), OPNAV 769, CNET, COMNAVRESFOR, NAWC-TSD, NAVSEA, NETPDTC, TFE San Diego, ATGPAC, ATGLANT, FTC San Diego, FTC Norfolk, FTC Mayport, USCG, and Service Schools Command). The resulting data has been forwarded to the Human Performance Cell for Quadrant Two (of the Human Performance Systems Model) analyses.

- Completed the validation of tasks under the structural, CBR-D, maintenance, and training functional areas and assignment of performance attributes (i.e. difficulty, frequency, importance, required knowledge and skill levels, training locations, etc) in support of Quadrant Two (Q2) analyses. Aviation and submarine related damage control and fire fighting tasks have been incorporated into this effort.
- Tasks relating to flooding, maintenance, training, and weapons emergencies are being reviewed by SME personnel and will be incorporated in the JTA. The group conducted an Initial Gap Analysis (GA) to identify known/suspected weak areas of damage control training and material/personnel support. Results of this informal GA were provided to TFE's Human Performance Cell for Q2 analysis.

Engineering: The working group and 20 Subject Matter Experts (SMEs) reviewed approximately 10,000 tasks (gleaned from more than 250,000 identified tasks during the last working group meeting).

- The SMEs were grouped according to their area of expertise, and each group was allowed to move tasks between disciplines, functional areas and jobs as they reviewed and validated the tasks.
- The SMEs reviewed and sorted by discipline (Auxiliary, Electrical, Hull/Survivability, or Propulsion) and each task was assigned to one of the following functional area: Manager, Advanced Operator, Operator, or Rover. Each task was identified to support one of the following jobs: Operate, Maintain, or Repair.

- This information and the STCW requirements were placed into a spreadsheet linked to the Certification and Qualifications and the Professional Development vectors for Auxiliary, Electrical, Hull/Survivability and Propulsion.

Applied Projects and Betas:

Training Support Command (TSC)- *TFE PAC has formed a TSC Development Group to establish specific layout of TSC. Participants – Norfolk, Mayport, PACNORWEST, CNET and other key players. Contact CAPT Watt (hyper link above to receive the latest TSC brief as it was presented last week to VADM Harms. (this brief was removed from this resend version of the SITREP as it was too large for some servers to receive).*

Performance Vector: *Click on the hyper link to request a copy of the TFE Performance Vector update PowerPoint from LCDR Bourne. (this brief was removed from this resend version of the SITREP as it was too large for some servers to receive).*

Naval Fires Network: There will be a ‘Red Team’ meeting in Dam Neck Virginia Thursday 18 JUL to review and discuss current developments concerning NFN training and drafting of a Training Requirements Document. Agenda to follow.

Center for Naval Leadership: Initial comments have been received from Fleet representatives as part of the review process for the Naval Leadership Competency Model (NLCM) and NLCM Performance Requirements (complete mappings of enlisted and officer leadership tasks, competencies, and behaviors).

- Vector Working Group members representing the NAVLEADTRAU LCRK and CNET N-71 are conducting a Gap Analysis between the current Petty Officer First Class and the current Chief Petty Officer Leadership Training Courses (LTCs) and the proposed Naval Leadership Competencies and Performance Requirements.
- A second demonstration project for a Division Officer Leadership Training Course was convened at the NAVAVSCOLCOM in Pensacola this week. This proposed one-week Division Officer demonstration is intended as a supplement and/or replacement for the current two-week Basic Officer Leadership Training Course (BOLTC).

Additional Cell Reports:

This section allows TFE Cells to report on matters not covered in the above listed categories. Significant portions of individual cell inputs are spread across the spectrum of TFE efforts listed above, this section allows for input of other items which may be of interest.

HP: The Human Performance Cell will provide the next course of Human Performance Consulting Fundamentals and Methods Course during the week of 22 JUL.

- This course is designed to prepare participants to perform as human performance consultants for the Navy. Participants will apply a Navy performance scenario to gathering requirements, identifying gaps, performing root cause analyses, selecting solutions and determining measures of effectiveness. The course includes a consultant's toolkit to facilitate immediate application on the job. By invitation only. Those interested in attending the course should contact Judy Magdiaz at 407 380-4167 or madgiaszja@navair.navy.mil.

- The upcoming courses in Orlando are scheduled for:

13 – 16 AUG
10 – 13 SEP
1 – 4 OCT
22 – 25 OCT
19 – 22 NOV

- For more information and updates on the process, click below:

<http://www.ntsc.navy.mil/Resources/Library/TaskForceExcel/TaskForceExcel.cfm>



"HP Progress Jul
10.doc"

LANT: Battle Force Stats:

HSTBF	83%
TRBF	67%
ENTBF	55%



"BG C4I Data -
JUL02.xls"

Washington DC: RADM Ulrich met Wednesday with VADM Harms and senior TFE Leadership to discuss the Strategic Implementation Plan, the up-coming TFE off site, and the status of present and future Human Performance Center structures and functionality.

- The 'All-TFE' conference/workshop has been scheduled for 16-18 July at Naval Amphibious Base (NAB) Dam Neck VA. Over 160 individuals representing dozens of commands, including Fleet and Fleet Combatant Commanders have already RSVP'd to attend the two-day conference.
 - ✓ Briefings for day one (beginning at 1300 EST) are being constructed so as to bring newer partners up to speed. Workshops for day one cover a number of topics related to Centers, HP Center, Metrics and Knowledge management issues.
 - ✓ Day two briefings are focused on the next year of organizational (structural and strategic) development. Day two workshops are continuations of the first day's activities in addition, workshops centered on the TR Battle Group, C4I, N00T, and Medical Community involvement are included.
 - ✓ Read-ahead documents (ERNT report, relevant academic or private sector reports) for the next week's offsite will be forward to participants at the earliest opportunity, probably Monday.
- Center stand up continues in a three flight, three phase developmental approach (see attached slide):



"Center
Development.ppt"

- The Strategic Implementation Plan (the ‘how’ of the Revolution in Training’s second year) is being led by CNET’s CAPT Kathy Hobbs. The Strategic Implementation plan is laid out in the following fashion:
 - ✓ Phase One begins with process, policy, product and billet refinement. Phase Two includes implementation of the plan and development of a long-rang plan. Phase three includes fully operational new training management and execution structure.
 - ✓ External design structures will be based upon:
 - Functionality
 - Resource options
 - Political constraints
 - Blended alternatives
 - ✓ Internal design options will be based upon:
 - functionality
 - desired products
 - alternative processes